

0890 Secretary of State

The Secretary of State, a constitutionally established office, is the chief election officer of the state and is responsible for the administration and enforcement of election laws. The Office is also responsible for the administration and enforcement of laws pertaining to filing documents associated with corporations, limited partnerships, and perfecting security agreements. In addition, the Office is responsible for the appointment of notaries public, enforcement of notary laws, and preservation of documents and records having historical significance. All documents filed are a matter of public record and of historical importance. They are available through prescribed procedures for public review and to certify authenticity.

The executive staff determines policy associated with the administration of the office through the programs of Elections, Political Reform, Business Programs, Archives, Information Technology and Management Services Division.

3-YR EXPENDITURES AND POSITIONS (Summary of Program Requirements)

	Positions			Expenditures		
	2005-06	2006-07	2007-08	2005-06*	2006-07*	2007-08*
10 Filings and Registrations	-	-	274.7	\$-	\$-	\$44,652
20 Elections	-	-	65.8	-	-	35,234
30 Archives	-	-	25.9	-	-	12,757
50.01 Administration and Technology	-	-	110.9	-	-	21,468
50.02 Distributed Administration and Technology	-	-	-	-	-	-21,468
80.05 Business Programs	259.3	269.1	-	40,606	45,171	-
80.10 Elections	30.7	35.8	-	29,508	38,802	-
80.15 Political Reform	20.2	23.8	-	2,936	3,603	-
80.30 Archives	23.0	25.9	-	10,806	12,247	-
82.10 Executive Administration	22.9	25.9	-	3,876	4,183	-
82.20 Distributed Administration Executive	-	-	-	-3,876	-4,183	-
85.10 Management Services Administration	48.2	54.6	-	6,715	8,516	-
85.20 Distributed Administration Management Services	-	-	-	-6,335	-8,138	-
88.10 Information Technology Administration	29.7	33.2	-	7,176	7,479	-
88.20 Distributed Administration Information Technology	-	-	-	-7,176	-7,479	-
90 Local Assistance	-	-	-	192,001	-	-
TOTALS, POSITIONS AND EXPENDITURES (All Programs)	434.0	468.3	477.3	\$276,237	\$100,201	\$92,643
FUNDING				2005-06*	2006-07*	2007-08*
0001 General Fund				\$36,070	\$39,974	\$36,150
0228 Secretary of State's Business Fees Fund				33,823	36,791	36,854
0890 Federal Trust Fund				195,800	14,465	10,673
0995 Reimbursements				10,504	7,347	7,339
3042 Victims of Corporate Fraud Compensation Fund				40	1,624	1,627
TOTALS, EXPENDITURES, ALL FUNDS				\$276,237	\$100,201	\$92,643

LEGAL CITATIONS AND AUTHORITY

DEPARTMENT AUTHORITY

The California Constitution, Article 5, Section 11, Government Code Sections 12159-12179.1.

PROGRAM AUTHORITY

10-Filings and Registrations Program:

Corporations Code Titles 1-3; Government Code, Sections 1360, 6500, 7220, 8200, 12178, 12180, 23700, 34450, and 53050; Business and Professions Code, Sections 9790, 14200, 18896, 22370, 22440, and 22900; Civil Code, Sections 895, 1350, 1789.10, 1812.50, 1812.100, 1812.500, 1812.600, and 3344; Commercial Code, Section 9501; Code of Civil Procedure, Sections 2100, 488.300, and 697.510; Family Code, Section 297; Food and Agriculture Code, Sections 55701, 57401, 57510, and 57561; California Code of Regulations, Sections 20800, 21900, 22500, and 22600. Government Code, Division 7, Chapter 3.1; Family Code, Division 10, Part 1; and Penal Code, Title 15, Chapter 2.

20-Elections:

California Constitution, Article XVI, Section 1; California Elections Code, Section 10; California Government Code, Section 12172.5; Help America Vote Act of 2002 (Public Law 107-252); and other federal elections law. Government Code, Title 9.

* Dollars in thousands, except in Salary Range.

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30-Archives:

Chapter 1, Statutes of 1850; Government Code, Sections 6268, 9080, 9149.9, 11347.3, 12153, 12174, 12220-12236, 14755, and 14765-14768; Civil Code, Sections 1798.24, 1798.25, and 1798.64; Evidence Code, Section 1605, and Military and Veterans Code, Section 1360.

MAJOR PROGRAM CHANGES

- Help America Vote Act - The Governor's Budget includes \$10.5 million federal funds to continue implementing the federal Help America Vote Act (HAVA). Of the funds included for HAVA, \$6.9 million is to implement the new VoteCal voter database system. The Governor's Budget also includes \$3.5 million for other HAVA implementation activities including funds for assistance to disabled voters, interim voting systems and voter education materials.
- Safe at Home Program - The Governor's Budget includes \$299,000 General Fund and 2.8 positions to expand the role of the Safe at Home Program by including victims of sexual assault to those eligible for this program.

DETAILED BUDGET ADJUSTMENTS

	2006-07*			2007-08*		
	General Fund	Other Funds	Positions	General Fund	Other Funds	Positions
Baseline Adjustment Descriptions						
• Repayment of HAVA Audit Exceptions	\$536	\$-	-	\$2,381	\$-	-
• Transition to Individual Rate Building	-	-	-	665	1,007	-
• Price Increase	-	-	-	427	449	-
• Employee Compensation Adjustment	392	1,338	-	299	980	-
• Safe at Home Program Expansion (SB 1062)	-	-	-	299	-	2.8
• Retirement Rate Adjustment	49	152	-	49	152	-
• HAVA VoteCal Replacement of Existing Voter Registration Database	-	-	-	-	6,915	6.2
• Help America Vote Act Revised Spending Plan	-	-	-	-	3,540	-
• SWCAP Adjustment	-	-	-	-	86	-
• Pro Rata Adjustment	-	-	-	-	3	-
• Transfer from Political Reform Act	782	8	-	-	-	-
• Lease Revenue Debt Service Adjustment	32	11	-	-	-	-
• Deficiency for Statewide Elections	5,583	-	-	-	-	-
• One Time Cost Reductions	-	-	-	-5	-1,024	-
Totals, Baseline Adjustments	\$7,374	\$1,509	-	\$4,115	\$12,108	9.0
TOTALS, BUDGET ADJUSTMENTS	\$7,374	\$1,509	-	\$4,115	\$12,108	9.0

PROGRAM DESCRIPTIONS (Program Objectives Statement)**10 FILINGS AND REGISTRATIONS PROGRAM**

The Filings and Registrations Program includes activities related to:

Business Entities file articles of incorporation, foreign qualifications, and related documents to ensure that corporations and other business entities are properly formed, merged, amended, and dissolved in compliance with California law.

The Uniform Commercial Code provides for the filing of documents that allow lending institutions to verify the existence of collateral prior to making loans and to establish a priority scheme for property repossession in case of debtor default or bankruptcy.

Notary Public and Special Filings appoint Notary Publics to perform a variety of official transactions necessary to fulfill personal and business needs throughout the State. Applicants are investigated for administrative, civil, or criminal law violations. The Domestic Partnership Program registers domestic partners, which provides domestic partnerships legal standing and secures and protects specific rights and responsibilities.

The Safe at Home Program provides public records address protection, name change confidentiality, and confidential voter registration for more than 2,000 survivors of domestic violence and stalking and their family members, and providers, employees, volunteers, and patients of reproductive health care facilities.

* Dollars in thousands, except in Salary Range.

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20 ELECTIONS

The Secretary of State, as California's chief election officer, has broad responsibility to administer the election process. This program oversees the modernization of voting equipment and the improvement of current electoral database systems, make all polling places accessible, enhance provisional voting processes, provide alternative language accessibility, increase voters' education of the electoral system, establish a complaint procedure, and increase the education and training of elections officials, including poll workers.

This program includes the campaign and lobbying registration and disclosure provisions of the Political Reform Act of 1974. Under this law, the Agency registers all levels of campaign committees, and reviews for compliance with statutory requirements all state-level campaign recipient, major donor, slate mailer, political party, and independent expenditure committees. The program also registers lobbyists, lobbying firms and lobbyist employers, reviews the periodic financial disclosure reports filed by lobbying entities, and publishes a Directory of Lobbyists, Lobbying Firms and Lobbyist Employers, both on paper and on the Internet. This program also supports the electronic filing requirements of the Political Reform Act and posts relevant registration and disclosure information to the division's web site so voters can track where campaign money is raised and spent and what lobbying activity is occurring in state government. A searchable database of campaign and lobbying financial activity is also provided through the web site.

30 ARCHIVES

The California State Archives acquires, indexes, preserves, and provides reference access to irreplaceable historic materials from the three branches of state government. The Archives acquires records that are legally required to be placed there, that possess legal, administrative or evidentiary value, or that have long-term historical significance. Materials of durable value are transferred to the Archives for long-term preservation.

50 ADMINISTRATION AND TECHNOLOGY

This program develops and manages overall departmental policy. It serves as the liaison to other state agencies, the Legislature, the federal government, and other states' Secretaries of State. This office responds to constituent correspondence and requests from the public and advocates in the Legislature, administers the Secretary's role as ex officio member of the World Trade Commission, as a member of the National Association of Secretaries of State, management of task forces and advisory committees, implementation of new federal and state statutory requirements, and coordinates and disseminates information about the Agency and its initiatives to the public. It also provides the Agency with the necessary personnel, general administrative, budgeting, fiscal services, and information technology expertise to plan, develop, implement, and operate innovative and effective business and information systems solutions.

DETAILED EXPENDITURES BY PROGRAM (Program Budget Detail)

		<u>2005-06*</u>	<u>2006-07*</u>	<u>2007-08*</u>
PROGRAM REQUIREMENTS				
10	FILINGS AND REGISTRATIONS PROGRAM			
	State Operations:			
0001	General Fund	\$-	\$-	\$3,769
0228	Secretary of State's Business Fees Fund	-	-	31,917
0995	Reimbursements	-	-	7,339
3042	Victims of Corporate Fraud Compensation Fund	-	-	1,627
	Totals, State Operations	\$-	\$-	\$44,652
PROGRAM REQUIREMENTS				
20	ELECTIONS			
	State Operations:			
0001	General Fund	\$-	\$-	\$21,313
0228	Secretary of State's Business Fees Fund	-	-	3,248
0890	Federal Trust Fund	-	-	10,673
0995	Reimbursements	-	-	-
	Totals, State Operations	\$-	\$-	\$35,234
PROGRAM REQUIREMENTS				
30	ARCHIVES			
	State Operations:			
0001	General Fund	\$-	\$-	\$11,068
0228	Secretary of State's Business Fees Fund	-	-	1,689
0995	Reimbursements	-	-	-
	Totals, State Operations	\$-	\$-	\$12,757

* Dollars in thousands, except in Salary Range.

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	2005-06*	2006-07*	2007-08*
TOTALS, EXPENDITURES			
State Operations	\$-	\$-	\$92,643
Totals, Expenditures	\$-	\$-	\$92,643
PROGRAM REQUIREMENTS			
80.05 BUSINESS PROGRAMS			
State Operations:			
0228 Secretary of State's Business Fees Fund	\$33,241	\$36,222	\$-
0995 Reimbursements	7,325	7,325	-
3042 Victims of Corporate Fraud Compensation Fund	40	1,624	-
Totals, State Operations	\$40,606	\$45,171	\$-
ELEMENT REQUIREMENTS			
80.05 10 - Business Programs	27,822	31,487	-
80.05 15 - Executive Distribution	2,744	2,777	-
80.05 20 - Management Services Distribution	4,525	5,598	-
80.05 30 - Information Technology Distribution	5,515	5,300	-
PROGRAM REQUIREMENTS			
80.10 ELECTIONS			
State Operations:			
0001 General Fund	\$22,014	\$23,768	\$-
0228 Secretary of State's Business Fees Fund	538	569	-
0890 Federal Trust Fund	3,800	14,465	-
0995 Reimbursements	3,156	-	-
Totals, State Operations	\$29,508	\$38,802	\$-
ELEMENT REQUIREMENTS			
80.10 10 - Election - General	8,282	19,271	-
80.10 20 - Ballot Pamphlet Printing	8,991	8,601	-
80.10 30 - Voter Registration Card Printing	5,184	6,528	-
80.10 40 - Ballot Pamphlet Mailing	1,347	1,347	-
80.10 50- Voter Registration Card Mailing	4,181	716	-
80.10 51 - Election Night Reporting	153	200	-
80.10 55 - Executive Distribution	311	448	-
80.10 60 - Management Services Distribution	510	872	-
80.10 70 - Information Technology Distribution	548	804	-
PROGRAM REQUIREMENTS			
80.15 POLITICAL REFORM			
State Operations:			
0001 General Fund	\$2,928	\$3,595	\$-
0995 Reimbursements	8	8	-
Totals, State Operations	\$2,936	\$3,603	\$-
ELEMENT REQUIREMENTS			
80.15 10 - Political Reform	2,205	2,480	-
80.15 15 - Executive Distribution	169	237	-
80.15 20 - Management Services Distribution	275	458	-
80.15 30 - Information Technology Distribution	287	417	-
PROGRAM REQUIREMENTS			
80.30 ARCHIVES			
State Operations:			
0001 General Fund	\$10,762	\$12,247	\$-
0228 Secretary of State's Business Fees Fund	44	-	-

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	<u>2005-06*</u>	<u>2006-07*</u>	<u>2007-08*</u>
0995 Reimbursements	-	-	-
Totals, State Operations	\$10,806	\$12,247	\$-
ELEMENT REQUIREMENTS			
80.30 10 - Archives	8,259	9,347	-
80.30 15 - Services to Business Programs Division	44	-	-
80.30 18 - Executive Distribution	652	721	-
80.30 20 - Management Services Distribution	1,025	1,210	-
80.30 30 - Information Technology Distribution	826	958	-
PROGRAM REQUIREMENTS			
82 EXECUTIVE ADMINISTRATION			
ELEMENT REQUIREMENTS			
82.10 Executive	3,876	4,183	-
82.20 Executive Distribution	-3,876	-4,183	-
PROGRAM REQUIREMENTS			
85 MANAGEMENT SERVICES			
State Operations:			
0001 General Fund	\$366	\$364	\$-
0995 Reimbursements	14	14	-
Totals, State Operations	\$380	\$378	\$-
ELEMENT REQUIREMENTS			
85.10 Management Services	\$6,715	\$8,516	\$-
85.20 Management Services Distribution	-6,335	-8,138	-
PROGRAM REQUIREMENTS			
88 INFORMATION TECHNOLOGY			
State Operations:			
0995 Reimbursements	\$-	\$-	\$-
Totals, State Operations	\$-	\$-	\$-
ELEMENT REQUIREMENTS			
88.10 Information Technology	7,176	7,479	-
88.20 Information Technology Distribution	-7,176	-7,479	-
PROGRAM REQUIREMENTS			
90 LOCAL ASSISTANCE			
Local Assistance:			
P.L. 107-252 - Help America Vote Act of 2002	\$192,001	\$-	\$-
Totals, Local Assistance	\$192,001	\$-	\$-
TOTALS, EXPENDITURES			
State Operations	84,236	100,201	92,643
Local Assistance	192,001	-	-
Totals, Expenditures	\$276,237	\$100,201	\$92,643

EXPENDITURES BY CATEGORY (Summary By Object)

	1 State Operations			Expenditures		
	<u>Positions</u>					
	<u>2005-06</u>	<u>2006-07</u>	<u>2007-08</u>	<u>2005-06*</u>	<u>2006-07*</u>	<u>2007-08*</u>
PERSONAL SERVICES						
Authorized Positions (Equals Sch. 7A)	434.0	493.0	493.0	\$21,568	\$23,487	\$23,870
Total Adjustments	-	-	15.0	-	1,245	2,561
Estimated Salary Savings	-	-24.7	-30.7	-	-1,504	-1,518
Net Totals, Salaries and Wages	434.0	468.3	477.3	21,568	23,228	24,913

* Dollars in thousands, except in Salary Range.

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1 State Operations	Positions			Expenditures		
	2005-06	2006-07	2007-08	2005-06*	2006-07*	2007-08*
Staff Benefits	-	-	-	8,332	10,322	8,149
Totals, Personal Services	434.0	468.3	477.3	29,900	33,550	33,062
OPERATING EXPENSES AND EQUIPMENT				\$22,117	\$36,803	\$47,453
SPECIAL ITEMS OF EXPENSE						
Printing ballot pamphlets				\$8,991	\$8,601	\$5,060
Mailing ballot pamphlets				5,184	6,528	4,261
Printing registration cards				1,347	1,347	1,572
Mailing registration cards				4,181	716	1,035
Election night reporting				153	200	200
Totals, Special Items of Expense				\$19,856	\$17,392	\$12,128
LEASE REVENUE BOND						
Base Rental Fee				\$12,359	\$12,358	\$-
Structural Insurance				4	98	-
Totals, Lease Revenue Bond				\$12,363	\$12,456	\$-
TOTALS, POSITIONS AND EXPENDITURES, ALL FUNDS (State Operations)				\$84,236	\$100,201	\$92,643
2 Local Assistance						
P.L. 107-252 - Help American Vote Act of 2002				\$192,001	\$-	\$-
State-Mandated Local Programs				-	-	-
TOTALS, EXPENDITURES, ALL FUNDS (Local Assistance)				\$192,001	\$-	\$-

DETAIL OF APPROPRIATIONS AND ADJUSTMENTS (Reconciliation with Appropriations)

1 STATE OPERATIONS	2005-06*	2006-07*	2007-08*
0001 General Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$21,874	\$22,603	\$36,150
Allocation for employee compensation	7	393	-
Allocation for contingencies or emergencies	-	536	-
Deficiency from special appropriations bill	-	5,583	-
Adjustment per Section 3.60	-5	50	-
Transfer from Item 8640-001-0001 (Political Reform Act)	782	782	-
Augmentation per Chapter 17, Statutes of 2006, November 2005 Special Statewide Election Expenses (SB 306)	9,071	-	-
Transfer from Item 3790-001-0001 per Provision 6	-	563	-
003 Budget Act appropriation	9,432	9,432	-
Adjustment per Section 4.30 (Lease-Revenue)	-	32	-
Prior year balances available:			
Item 0890-001-0001, Budget Act of 2004, as reappropriated by Item 0890-490, Budget Act of 2005	0	-	-
Totals Available	\$41,161	\$39,974	\$36,150
Unexpended balance, estimated savings	-5,091	-	-
TOTALS, EXPENDITURES	\$36,070	\$39,974	\$36,150
0228 Secretary of State's Business Fees Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$30,823	\$32,317	\$36,854
Allocation for employee compensation	38	1,334	-
Adjustment per Section 3.60	-5	151	-

* Dollars in thousands, except in Salary Range.

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1 STATE OPERATIONS	2005-06*	2006-07*	2007-08*
003 Budget Act appropriation	2,978	2,978	-
Adjustment per Section 4.30 (Lease-Revenue)	-	11	-
Totals Available	\$33,834	\$36,791	\$36,854
Unexpended balance, estimated savings	-11	-	-
TOTALS, EXPENDITURES	\$33,823	\$36,791	\$36,854
0890 Federal Trust Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$1,700	\$6,297	\$10,673
Allocation for employee compensation	-	4	-
Adjustment per Section 3.60	-	2	-
Budget Adjustment	-	8,162	-
Prior year balances available:			
Item 0890-001-0890, Budget Act of 2004, as reappropriated by Item 0890-490, Budget Act of 2005	221,937	-	-
Transfer to Local Assistance per Provision 5	-173,000	-	-
Budget Adjustment	-46,838	-	-
TOTALS, EXPENDITURES	\$3,799	\$14,465	\$10,673
0995 Reimbursements			
APPROPRIATIONS			
Reimbursements	\$10,504	\$7,347	\$7,339
3042 Victims of Corporate Fraud Compensation Fund			
APPROPRIATIONS			
001 Budget Act appropriation	\$1,600	\$1,624	\$1,627
Totals Available	\$1,600	\$1,624	\$1,627
Unexpended balance, estimated savings	-1,560	-	-
TOTALS, EXPENDITURES	\$40	\$1,624	\$1,627
TOTALS, EXPENDITURES, ALL FUNDS (State Operations)	\$84,236	\$100,201	\$92,643
2 LOCAL ASSISTANCE			
0890 Federal Trust Fund			
APPROPRIATIONS			
Prior year balances available:			
Item 0890-101-0890, Budget Act of 2004, as reappropriated by Item 0890-490, Budget Act of 2005	\$30,967	-	-
Transfer to Local Assistance per Provision 5	173,000	-	-
Budget Adjustment	-11,966	-	-
TOTALS, EXPENDITURES	\$192,001	\$-	\$-
TOTALS, EXPENDITURES, ALL FUNDS (Local Assistance)	\$192,001	\$-	\$-
TOTALS, EXPENDITURES, ALL FUNDS (State Operations and Local Assistance)	\$276,237	\$100,201	\$92,643

FUND CONDITION STATEMENTS

	2005-06*	2006-07*	2007-08*
0228 Secretary of State's Business Fees Fund ^s			
BEGINNING BALANCE	\$539	\$6	-
Prior year adjustments	1,496	-	-
Adjusted Beginning Balance	\$2,035	\$6	-
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
124100 Domestic Corporation Fees	11,039	11,375	\$11,548
124200 Foreign Corporation Fees	1,142	1,142	1,142

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	2005-06*	2006-07*	2007-08*
124300 Notary Public License Fees	2,069	2,069	2,069
124400 Filing Financing Statements	2,828	2,728	2,728
125600 Other Regulatory Fees	6,046	6,237	6,334
142000 General Fees--Secretary of State	26,537	27,357	27,780
150300 Income From Surplus Money Investments	388	388	388
161400 Miscellaneous Revenue	60	60	60
Transfers and Other Adjustments:			
TO0001 To General Fund per Government Code Section 12176	<u>-18,313</u>	<u>-14,565</u>	<u>-15,141</u>
Total Revenues, Transfers, and Other Adjustments	<u>\$31,796</u>	<u>\$36,791</u>	<u>\$36,908</u>
Total Resources	\$33,831	\$36,797	\$36,908
EXPENDITURES AND EXPENDITURE ADJUSTMENTS			
Expenditures:			
0840 State Controller (State Operations)	2	6	54
0890 Secretary of State (State Operations)	<u>33,823</u>	<u>36,791</u>	<u>36,854</u>
Total Expenditures and Expenditure Adjustments	<u>\$33,825</u>	<u>\$36,797</u>	<u>\$36,908</u>
FUND BALANCE			
Reserve for economic uncertainties	6	-	-
3042 Victims of Corporate Fraud Compensation Fund ^s			
BEGINNING BALANCE	\$3,360	\$5,684	\$5,992
Prior year adjustments	<u>432</u>	<u>-</u>	<u>-</u>
Adjusted Beginning Balance	\$3,792	\$5,684	\$5,992
REVENUES, TRANSFERS, AND OTHER ADJUSTMENTS			
Revenues:			
124100 Domestic Corporation Fees	1,760	1,760	1,760
150300 Income From Surplus Money Investments	<u>172</u>	<u>172</u>	<u>172</u>
Total Revenues, Transfers, and Other Adjustments	<u>\$1,932</u>	<u>\$1,932</u>	<u>\$1,932</u>
Total Resources	\$5,724	\$7,616	\$7,924
EXPENDITURES AND EXPENDITURE ADJUSTMENTS			
Expenditures:			
0890 Secretary of State (State Operations)	<u>40</u>	<u>1,624</u>	<u>1,627</u>
Total Expenditures and Expenditure Adjustments	<u>\$40</u>	<u>\$1,624</u>	<u>\$1,627</u>
FUND BALANCE			
Reserve for economic uncertainties	5,684	5,992	6,297

CHANGES IN AUTHORIZED POSITIONS

	Positions			Expenditures		
	2005-06	2006-07	2007-08	2005-06*	2006-07*	2007-08*
Totals, Authorized Positions	434.0	493.0	493.0	\$21,568	\$23,487	\$23,870
Salary Adjustments	-	-	-	-	1,245	2,131
Proposed New Positions:				Salary Range		
Senior Information System Analyst	-	-	1.0	5,206-6,327	-	69
Staff Services Manager I	-	-	1.0	4,912-5,926	-	65
Associate Governmental Program Analyst	-	-	2.0	4,111-4,999	-	95
Staff Services Analyst	-	-	1.0	2,724-4,300	-	42
Staff Services Analyst	-	-	4.0	2,632-4,155	-	81
Program Technician I	-	-	1.0	2,205-2,877	-	29
Program Technician I	-	-	5.0	2,130-2,780	-	49
Totals, Proposed New Positions	-	-	15.0	\$-	\$-	\$430
Total Adjustments	-	-	15.0	\$-	\$1,245	\$2,561
TOTALS, SALARIES AND WAGES	434.0	493.0	508.0	\$21,568	\$24,732	\$26,431

* Dollars in thousands, except in Salary Range.

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